

2024

Alternative Personnel Management System

Tucson-Nogales, AZ

CAREER PATH

SCIENTIFIC AND ENGINEERING					\$64,475					\$92,709					\$122,087					\$171,564					\$191,900				
PAY PLAN: ZP	I				II				III				IV				V												
	\$34,121				\$49,906				\$73,858				\$105,268				\$146,320												
	\$60,774				\$87,387				\$115,079				\$161,716				\$190,213												
SCIENTIFIC AND ENGINEERING TECHNICIAN					\$49,658					\$76,222					\$92,709					\$122,087					\$145,187				
PAY PLAN: ZT	I				II				III				IV				V												
	\$34,121				\$40,288				\$61,044				\$73,858				\$105,268												
	\$46,808				\$71,847				\$87,387				\$115,079				\$136,852												
ADMINISTRATIVE									\$76,222					\$101,859					\$145,187					\$171,564					\$191,900
PAY PLAN: ZA	I				II				III				IV				V												
	\$34,121				\$61,044				\$88,525				\$124,395				\$146,320												
	\$71,847				\$96,012				\$136,852				\$161,716				\$190,213												
ADMINISTRATIVE SUPPORT	\$44,542	\$49,658	\$61,941	\$76,222	\$92,709																								
PAY PLAN: ZS	I	II	III	IV	V																								
	\$34,121	\$35,499	\$40,288	\$49,906	\$61,044																								
	\$41,985	\$46,808	\$58,385	\$71,847	\$87,387																								
Corresponding GS Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15														

Footnotes:

Supervisory pay ceiling for each pay band shown is in upper right-hand corner.

ZP and ZA, Pay Band V, pay ceiling for supervisors below Division Chief, \$191,900, Division Chiefs' pay ceiling \$191,900

The GS-15, step 10, biweekly gross maximum pay limitation for 2024 is \$7,291.20

2023 rate	2024 rate
18.4	18.92

NIST Locality Increase Differential

$$1.1892 / 1.184 = 1.00439$$

NIST Pay Tables

ADMINISTRATIVE

Pay Plan: **ZA** Effective: **January 14, 2024**

Prev. Yr Rate: **0.184** Curr. Yr Rate: **0.1892** Loc. Diff: **1.00439** Gen. Inc.: **4.7**

Band	I	II	III	IV	V
GS Range	1-8	9-11	12-13	14-14	15-15
Interval					
01	34,121 - 50,888	61,044 - 76,585	88,525 - 110,004	124,395 - 140,982	146,320 - 165,828
02	50,889 - 63,463	76,586 - 88,241	110,005 - 126,113	140,983 - 153,422	165,829 - 180,459
03	63,464 - 71,847	88,242 - 96,012	126,114 - 136,852	153,423 - 161,716	180,460 - 190,213
04**	71,848 - 74,002	96,013 - 98,892	136,853 - 140,958	161,717 - 166,567	190,214 - 191,900***
05**	74,003 - 76,222	98,893 - 101,859	140,959 - 145,187	166,568 - 171,564	191,900 - 191,900****

Locality Area: **Tucson-Nogales, AZ**

ADMINISTRATIVE SUPPORT

Pay Plan: **ZS** Effective: **January 14, 2024**

Prev. Yr Rate: **0.184** Curr. Yr Rate: **0.1892** Loc. Diff: **1.00439** Gen. Inc.: **4.7**

Band	I	II	III	IV	V
GS Range	1-2	3-4	5-6	7-8	9-10
Interval					
01	34,121 - 37,616	35,499 - 40,525	40,288 - 48,331	49,906 - 59,658	61,044 - 72,752
02	37,617 - 40,237	40,526 - 44,295	48,332 - 54,363	59,659 - 66,971	72,753 - 81,533
03	40,238 - 41,985	44,296 - 46,808	54,364 - 58,385	66,972 - 71,847	81,534 - 87,387
04**	41,986 - 43,245	46,809 - 48,212	58,386 - 60,137	71,848 - 74,002	87,388 - 90,009
05**	43,246 - 44,542	48,213 - 49,658	60,138 - 61,941	74,003 - 76,222	90,010 - 92,709

Locality Area: **Tucson-Nogales, AZ**

For Paths ZA & ZP

** Intervals 4 & 5 represent the range of pay for the supervisory pay band for pay bands I through IV.

*** Interval 4, pay band V represents the range of pay for the supervisory pay band for ZP supervisors below division chief.

**** Interval 5, pay band V represents the range of pay for the supervisory pay band for non-SES division chiefs.

For Paths ZS & ZT

** Intervals 4 & 5 represent the range of pay for the supervisory pay band.

NIST Pay Tables

SCIENTIFIC AND ENGINEERING

Pay Plan: ZP Effective: January 14, 2024

Prev. Yr Rate: 0.184 Curr. Yr Rate: 0.1892 Loc. Diff: 1.00439 Gen. Inc.: 4.7

Band	I	II	III	IV	V
GS Range	1-6	7-10	11-12	13-14	15-15
Interval					
01	34,121 - 45,967	49,906 - 66,564	73,858 - 92,178	105,268 - 130,356	146,320 - 165,828
02	45,968 - 54,851	66,565 - 79,058	92,179 - 105,919	130,357 - 149,172	165,829 - 180,459
03	54,852 - 60,774	79,059 - 87,387	105,920 - 115,079	149,173 - 161,716	180,460 - 190,213
04**	60,775 - 62,597	87,388 - 90,009	115,080 - 118,531	161,717 - 166,567	190,214 - 191,900***
05**	62,598 - 64,475	90,010 - 92,709	118,532 - 122,087	166,568 - 171,564	191,900 - 191,900****

Locality Area: Tucson-Nogales, AZ

SCIENTIFIC AND ENGINEERING TECHNICIAN

Pay Plan: ZT Effective: January 14, 2024

Prev. Yr Rate: 0.184 Curr. Yr Rate: 0.1892 Loc. Diff: 1.00439 Gen. Inc.: 4.7

Band	I	II	III	IV	V
GS Range	1-4	5-8	9-10	11-12	13-13
Interval					
01	34,121 - 39,760	40,288 - 54,314	61,044 - 72,752	73,858 - 92,178	105,268 - 119,305
02	39,761 - 43,989	54,315 - 64,834	72,753 - 81,533	92,179 - 105,919	119,306 - 129,833
03	43,990 - 46,808	64,835 - 71,847	81,534 - 87,387	105,920 - 115,079	129,834 - 136,852
04**	46,809 - 48,212	71,848 - 74,002	87,388 - 90,009	115,080 - 118,531	136,853 - 140,958
05**	48,213 - 49,658	74,003 - 76,222	90,010 - 92,709	118,532 - 122,087	140,959 - 145,187

Locality Area: Tucson-Nogales, AZ

For Paths ZA & ZP

** Intervals 4 & 5 represent the range of pay for the supervisory pay band for pay bands I through IV.

*** Interval 4, pay band V represents the range of pay for the supervisory pay band for ZP supervisors below division chief.

**** Interval 5, pay band V represents the range of pay for the supervisory pay band for non-SES division chiefs.

For Paths ZS & ZT

** Intervals 4 & 5 represent the range of pay for the supervisory pay band.